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# Union Wage Rates in Grocery Stores, July 1, 1977

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## Survey findings

Union wage rates for grocery store employees on July 1, 1977, typically were highest for cutters in meat departments and lowest for baggers at checkout counters in the 65 cities surveyed by the Bureau of Labor Statistics (table 1). The median city rate reported for head meatcutters (\$8.40) was 8 percent above that for first cutters, 10 percent above the journeymen's rate, and 36 percent above the wrappers' rate. At checkout counters, the median city rate for baggers (\$3.05) was 45 to 60 percent below that for head cashiers (\$6.95), full-time cashiers (\$6.21), and part-time cashiers (\$5.63).

Median city rates were derived from the highest union rates reported for each of 15 occupational classifications in each of the survey cities (all with at least 100,000 inhabitants). These "top" rates also form the basis for intercity comparisons in this report. For jobs surveyed below the level of department head, most union agreements provided for automatic step increases from an entry rate to a top rate, usually in 2 to 3 years. Table 2 illustrates this practice by presenting rate progressions for full-time and part-time grocery clerks in four cities—Philadelphia, Nashville, Indianapolis, and Long Beach.

For department heads, a single rate generally applied. However, where more than one rate was given in an agreement, the rates usually were determined by the sales volume of the store (or department) rather than by automatic progression. For example, the rate for head meatcutters in Columbus, Ohio, ranged from \$8.75 in departments with weekly volume of at least \$20,000 to \$8.20 in departments where weekly sales were \$7,500 or less.

The highest top rates for individual occupations were recorded on the West Coast and in the North Central region—a finding consistent with pay levels reported in most industry wage surveys conducted by the Bureau.<sup>1</sup> For example, San Francisco had the highest top rate for full-time grocery clerks at \$7.73 (table 3); two other West Coast cities studied (Fresno and Sacramento) and five North Central cities were also among the 10 reporting the highest rates for the job. The 10 cities which paid journeyman meatcutters the highest salaries were all in the North Central region. Southern cities often were in the lower end of the wage rate array of cities studied.

Top rates in cities with 500,000 inhabitants or more tended to be somewhat higher than those in smaller cities studied (tables 1 and 4). For example, the median top

rate for full-time cashiers in cities with at least one-half million population was \$6.423 per hour, compared with \$6.205 in cities of 250,000 to 500,000 inhabitants, and \$6.156 in cities of 100,000 to 250,000. Table 4 points out similar relationships for full-time grocery clerks and journeyman meatcutters and a deviation from this pattern for baggers.

Wage-rate variations seemed to be determined more by the location of the city than by its population size. For example, 16 of the 19 cities in size group IV (100,000-250,000) typically had higher "top" rates than Houston—one of the six largest cities. Further, when comparisons are limited to the same region, cities in the smallest population group sometimes had higher top rates than those in the larger size groups—perhaps reflecting the bargaining power of union locals. For example, Fresno (a city in the 100,000 to 250,000 size group) consistently had higher top rates than most other West Coast cities with larger populations.

Occupational pay relationships varied considerably by city. As shown in table 5, top rates for journeyman meatcutters exceeded those of full-time grocery clerks by 43 percent in Houston and by between 10 and 25 percent in most other major cities. Wage advantages for head cashiers over grocery clerks were substantially less, ranging from 4 percent in Houston, New York, and St. Louis to 10 percent in Detroit. (Grocery clerks, journeyman meatcutters, and head cashiers in San Francisco had about the same wage rate.) The table further shows that full-time cashiers and produce clerks typically had about the same wage rates as full-time grocery clerks, while rates for baggers were usually only about half those of grocery clerks.

In many cities surveyed, several union agreements covered the same occupation, at times with significantly different rates. For example, the spreads between the highest and lowest top rates for full-time cashiers, grocery clerks, baggers, and meatcutters were each at least 20 percent in a half dozen cities (table 6.) Using only the highest rate provided by each union agreement within a city, table 7 illustrates the wide range of these top rates for full-time cashiers in several cities.

This report was prepared in the Division of Occupational Wage Structures by Sandra L. King. Statistical assistance was provided by Edna M. Brown.

<sup>1</sup> For an account of the previous grocery store study, see *Union Wages and Hours: Grocery Stores, July 1, 1975*, Bulletin 1925 (Bureau of Labor Statistics, 1976).

Most agreements in the study called for premium wage rates after 40 hours per week; most also provided insurance and pension benefit plans.

#### **Scope and method of study**

Union wage information in the survey represents only the basic rates (excluding holiday, vacation, or other payments made directly to or credited to the worker each pay period) agreed upon through collective bargaining between employers and unions and in effect for grocery store employees on July 1, 1977. It does not reflect rates for apprentices or premium pay for work on weekends, holidays, or late shifts.

Individual city reports listing union rates by occupation for each of the 65 cities surveyed will be issued later this year. Copies of these will be available from the Bureau of Labor Statistics, Washington, D.C. 20212, or from any of its

regional offices in Atlanta, Boston, Chicago, Dallas, Kansas City, New York, Philadelphia, and San Francisco.

All cities that had 500,000 inhabitants or more in the 1970 Census were included in the study, as were most cities having 250,000 to 500,000 inhabitants. Beginning with the current survey, a new sample was selected from cities with a population of 100,000 to 500,000; the probability selection process resulted in the deletion of 24 cities previously studied in that size range and the addition of 20 "new" cities. This shift, coupled with the retention of 46 cities previously studied, yielded a new sample group of 66 cities. Sixty-five of these cities had grocery store union contracts in effect on July 1, 1977.

The biennial grocery store study is one of five BLS occupational wage surveys of union contract rates. The others present similar information for specified crafts or jobs in the building construction, printing, local transit, and local trucking industries.

**Table 1. Range of top wage rates for selected jobs in grocery stores, 65 cities, July 1, 1977**

City	Beggars		Head cashiers		Cashiers				Head grocery clerks		Grocery clerks			
	Lowest top rate	Highest top rate	Lowest top rate	Highest top rate	Full time		Part time		Lowest top rate	Highest top rate	Full time		Part time	
					Lowest top rate	Highest top rate	Lowest top rate	Highest top rate			Lowest top rate	Highest top rate	Lowest top rate	Highest top rate
Population group I (1,000,000 and over):														
Chicago, Ill.	\$3.300	\$3.550	\$7.350	\$7.750	-	-	-	-	\$8.260	\$8.660	\$6.900	\$7.300	\$6.900	\$7.300
Detroit, Mich.	3.000	3.000	7.080	7.080	6.460	6.460	6.460	6.460	7.460	7.460	6.460	6.460	6.460	6.460
Houston, Tex.	2.400	2.500	5.760	5.760	4.500	5.550	4.500	5.510	6.570	6.570	4.500	5.550	4.500	5.510
Los Angeles, Calif.	3.213	3.213	7.005	7.005	6.423	6.423	6.523	6.523	7.005	7.005	6.423	6.423	6.523	6.523
New York, N.Y.	-	-	6.088	6.475	5.375	6.225	4.250	4.710	6.275	6.575	6.000	6.225	4.250	4.710
Philadelphia, Pa.	3.514	3.610	6.520	6.687	6.128	6.374	6.020	6.128	7.470	7.780	6.128	6.374	6.020	6.128
Population group II (500,000 to 1,000,000):														
Baltimore, Md.	3.900	3.900	7.250	7.250	6.690	6.690	6.690	6.690	7.700	7.700	6.690	6.690	6.690	6.690
Boston, Mass.	2.650	2.900	6.175	7.250	6.250	6.175	4.450	5.030	6.925	8.537	5.250	6.175	4.450	4.930
Cleveland, Ohio	-	-	6.675	6.675	-	-	-	-	7.985	7.985	6.205	6.205	6.205	6.205
Columbus, Ohio	-	-	5.770	6.820	-	-	-	-	5.900	7.485	5.550	6.300	3.200	6.300
Dallas, Tex.	3.263	3.263	6.633	6.633	-	-	-	-	-	-	6.413	6.413	-	-
Denver, Colo.	3.430	3.430	7.160	7.160	6.910	6.910	-	-	-	-	6.910	6.910	-	-
Indianapolis, Ind.	2.350	3.000	4.300	6.610	-	-	-	-	4.590	6.810	4.050	6.080	2.820	4.190
Jacksonville, Fla.	2.472	2.472	4.618	5.330	4.094	4.730	2.750	3.350	4.618	5.050	4.094	4.150	2.750	2.750
Kansas City, Mo.	3.000	3.000	7.680	7.680	7.460	7.640	7.460	7.460	8.335	8.335	7.460	7.460	7.460	7.460
Kansas City, Mo.	3.000	3.000	7.680	7.680	7.460	7.640	7.460	7.460	8.335	8.335	7.460	7.460	7.460	7.460
Memphis, Tenn.	2.850	4.000	5.900	7.050	4.950	6.140	3.050	4.950	7.690	7.690	4.430	6.140	3.150	3.400
Milwaukee, Wis.	3.000	3.000	7.100	7.100	-	-	-	-	8.220	8.220	6.650	6.650	6.650	6.650
New Orleans, La.	2.400	2.400	6.115	6.115	-	-	-	-	-	-	5.955	5.955	3.965	3.965
New Orleans, La.	2.400	2.400	6.115	6.115	-	-	-	-	-	-	-	-	-	-
Phoenix, Ariz.	2.300	2.300	5.850	5.850	5.850	5.850	-	-	-	-	-	-	-	-
Pittsburgh, Pa.	-	-	5.610	6.600	4.570	6.080	3.940	5.320	5.600	6.970	4.150	6.080	3.100	4.950
St. Louis, Mo.	3.050	3.050	7.350	7.350	7.100	7.100	-	-	8.350	8.350	7.100	7.100	4.650	4.650
San Antonio, Tex.	-	-	-	-	-	-	-	-	-	-	-	-	-	-
San Antonio, Tex.	-	-	-	-	-	-	-	-	-	-	-	-	-	-
San Diego, Calif.	-	-	-	-	-	-	-	-	6.920	6.920	6.420	6.420	-	-
San Francisco, Calif.	3.790	3.790	7.559	7.619	7.230	7.290	-	-	8.274	8.274	7.733	7.733	-	-
Seattle, Wash.	2.793	2.793	6.960	6.960	6.810	6.810	6.810	6.810	6.960	6.960	6.810	6.810	6.810	6.810
Washington, D.C.	5.290	5.290	7.252	7.252	6.693	6.693	6.432	6.432	7.252	7.252	6.693	6.693	6.432	6.432
Population group III (250,000 to 500,000):														
Akron, Ohio	-	-	6.675	6.675	6.205	6.205	7.800	7.800	7.560	7.560	-	-	-	-
Atlanta, Ga.	4.140	4.144	6.950	6.951	6.230	6.240	6.230	6.240	7.780	7.780	6.230	6.230	6.230	6.230
Buffalo, N.Y.	-	-	2.900	4.755	2.700	3.720	2.400	3.306	6.029	6.029	2.700	3.720	2.400	3.306
Cincinnati, Ohio	2.650	2.650	6.480	6.950	6.025	6.025	5.745	5.745	6.650	7.460	5.150	6.025	3.910	6.025
Fort Worth, Tex.	3.233	3.263	-	-	-	-	-	-	-	-	6.413	6.713	-	-
Honolulu, Haw.	4.300	4.900	5.860	5.860	5.560	6.200	5.560	6.200	6.830	6.830	6.180	6.340	6.180	6.340
Honolulu, Haw.	4.300	4.900	5.860	5.860	5.560	6.200	5.560	6.200	6.830	6.830	6.180	6.340	6.180	6.340
Long Beach, Calif.	3.213	3.213	7.005	7.005	6.423	6.423	6.523	6.523	7.005	7.005	6.423	6.423	6.523	6.523
Louisville, Ky.	3.000	3.000	5.970	6.590	5.920	6.170	4.100	5.920	5.970	7.410	5.920	6.170	5.870	5.920
Louisville, Ky.	3.000	3.000	5.970	6.590	5.920	6.170	4.100	5.920	5.970	7.410	5.920	6.170	5.870	5.920
Miami, Fla.	-	-	4.887	4.887	4.348	4.348	2.970	2.970	4.887	4.887	4.348	4.348	2.970	2.970
Minneapolis-St. Paul, Minn.	2.650	2.700	7.550	7.700	7.100	7.500	5.500	5.500	7.700	7.830	-	-	-	-
Minneapolis-St. Paul, Minn.	2.650	2.700	7.550	7.700	7.100	7.500	5.500	5.500	7.700	7.830	-	-	-	-
Nashville-Davidson, Tenn.	3.088	3.735	6.073	7.010	5.658	6.210	3.450	6.140	6.728	7.610	5.658	6.210	3.450	6.140
Nashville-Davidson, Tenn.	3.088	3.735	6.073	7.010	5.658	6.210	3.450	6.140	6.728	7.610	5.658	6.210	3.450	6.140
Newark, N.J.	-	-	5.225	6.088	4.950	6.025	3.750	4.440	5.600	6.265	4.950	6.025	3.750	4.410
Newark, N.J.	-	-	5.225	6.088	4.950	6.025	3.750	4.440	5.600	6.265	4.950	6.025	3.750	4.410
Norfolk, Va.	4.810	4.810	6.810	6.810	6.560	6.560	5.950	5.950	-	-	-	-	-	-
Norfolk, Va.	4.810	4.810	6.810	6.810	6.560	6.560	5.950	5.950	-	-	-	-	-	-
Omaha, Nebr.	3.000	3.000	7.055	7.055	6.555	6.555	4.305	4.305	7.255	7.255	5.915	5.915	5.915	5.915
Portland, Oreg.	3.095	3.095	-	-	6.535	6.535	6.535	6.535	6.885	6.885	6.535	6.535	6.535	6.535
Rochester, N.Y.	-	-	4.925	6.485	3.400	5.853	3.000	4.090	5.425	6.525	3.400	5.853	3.000	4.090
Rochester, N.Y.	-	-	4.925	6.485	3.400	5.853	3.000	4.090	5.425	6.525	3.400	5.853	3.000	4.090
Sacramento, Calif.	3.758	3.758	-	-	7.230	7.230	7.330	7.330	7.559	7.559	7.230	7.230	7.330	7.330
Sacramento, Calif.	3.758	3.758	-	-	7.230	7.230	7.330	7.330	7.559	7.559	7.230	7.230	7.330	7.330
Toledo, Ohio	2.300	3.030	5.780	6.310	4.710	6.000	6.000	6.000	5.560	6.740	5.630	6.000	5.630	6.000
Wichita, Kans.	2.450	2.450	-	-	-	-	-	-	5.600	5.600	5.300	5.300	-	-
Population group IV (100,000 to 250,000):														
Albany, N.Y.	-	-	5.765	5.940	5.485	5.690	3.950	4.140	6.265	6.925	5.485	5.690	3.950	4.140
Albany, N.Y.	-	-	5.765	5.940	5.485	5.690	3.950	4.140	6.265	6.925	5.485	5.690	3.950	4.140
Chattanooga, Tenn.	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Chattanooga, Tenn.	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Corpus Christi, Tex.	2.400	2.795	5.760	5.760	5.050	5.845	5.050	5.050	5.760	6.865	4.930	5.845	4.930	5.805
Corpus Christi, Tex.	2.400	2.795	5.760	5.760	5.050	5.845	5.050	5.050	5.760	6.865	4.930	5.845	4.930	5.805
Flint, Mich.	2.980	3.000	6.730	7.080	6.100	6.100	-	-	6.670	7.010	6.460	6.460	4.890	6.460
Fresno, Calif.	3.954	3.954	7.559	7.559	7.230	7.230	7.330	7.330	7.559	7.559	7.230	7.230	7.650	7.650
Grand Rapids, Mich.	2.820	2.900	6.250	6.880	-	-	-	-	7.260	7.260	5.580	6.260	4.890	5.580
Hammond, Ind.	2.550	3.550	6.732	7.750	-	-	-	-	7.682	8.660	6.355	7.300	5.300	7.300
Huntsville, Ala.	3.180	3.780	6.490	7.010	6.110	6.210	4.270	6.140	7.610	7.650	6.140	6.210	4.270	6.140
New Bedford, Mass.	2.600	2.900	6.175	7.250	5.950	6.175	4.550	5.030	6.350	7.550	5.675	7.100	4.550	4.930
New Haven, Conn.	2.900	3.050	6.250	7.250	5.850	6.175	3.900	5.030	8.075	9.415	6.125	6.175	3.900	4.930
Providence, R. I.	2.650	2.930	6.000	7.250	5.675	5.950	4.550	5.030	7.525	8.537	5.675	6.175	4.550	4.930
Riverside, Calif.	-	-	7.005	7.005	6.423	6.423	-	-	7.005	7.005	6.423	6.423	-	-
Rockford, Ill.	3.000	4.150	7.050	7.450	6.070	6.070	-	-	5.950	8.350	4.150	7.300	4.150	7.300
St. Petersburg, Fla.	-	-	4.618	5.645	4.094	4.750	2.500	3.350	5.188	5.645	4.094	4.750	2.500	3.350
Salt Lake City, Utah	-	-	-	-	-	-	-	-	6.200	6.200	5.865	5.865	-	-
Santa Ana, Calif.	3.213	3.213	7.005	7.005	6.423	6.423	6.523	6.523	7.005	7.005	6.423	6.423	6.523	6.523
Scranton, Pa.	-	-	6.038	6.419	5.936	6.344	5.192	5.192	7.296	7.296	5.936	5.936	5.192	5.192
Spokane, Wash.	2.600	2.600	-	-	6.050	6.050	6.050	6.050	-	-	6.050	6.050	6.050	6.050
Stamford, Conn.	-	-	6.088	6.406	5.750	6.156	4.050	4.850	7.150	7.150	5.750	6.156	4.050	4.850

See note at end of table.

Table 1. Range of top wage rates for selected jobs in grocery stores, 65 cities, July 1, 1977—Continued

City	Head meat cutters		First cutters		Journeyman cutters		Wrappers, meat		Head dairy clerks		Head produce clerks		Produce clerks		Stockers, day	
	Lowest top rate	Highest top rate	Lowest top rate	Highest top rate	Lowest top rate	Highest top rate	Lowest top rate	Highest top rate	Lowest top rate	Highest top rate	Lowest top rate	Highest top rate	Lowest top rate	Highest top rate	Lowest top rate	Highest top rate
Population group I (1,000,000 and over):																
Chicago, Ill.	\$8.675	\$8.675	-	-	\$8.400	\$8.400	\$6.050	\$6.050	-	-	\$8.100	\$8.500	\$5.750	\$5.750	-	-
Detroit, Mich.	8.950	8.950	-	-	8.560	8.560	6.460	6.460	\$6.990	\$6.990	7.460	7.460	-	-	-	-
Houston, Tex.	8.395	8.395	-	-	7.935	7.935	6.395	6.395	-	-	5.750	6.470	5.200	5.550	\$5.550	\$5.550
Los Angeles, Calif.	7.800	7.800	-	-	7.350	7.350	6.195	6.195	-	-	7.005	7.005	6.423	6.423	-	-
New York, N.Y.	7.700	8.300	\$7.475	\$7.475	7.225	7.225	5.425	6.025	6.250	6.500	6.250	6.775	6.000	6.125	6.000	6.125
Philadelphia, Pa.	8.970	8.971	8.250	8.259	8.150	8.159	6.370	6.375	6.445	7.320	7.470	7.780	6.374	6.374	6.128	6.128
Population group II (500,000 to 1,000,000):																
Baltimore, Md.	8.446	8.446	7.746	7.746	7.513	7.513	6.301	6.301	7.250	7.250	7.700	7.700	6.690	6.690	-	-
Boston, Mass.	8.163	8.975	7.125	7.863	6.975	7.700	5.250	6.175	-	-	7.698	8.537	5.250	6.175	-	-
Cleveland, Ohio	8.300	8.300	7.870	7.870	7.645	7.645	6.160	6.160	6.675	6.675	7.985	7.985	-	-	-	-
Columbus, Ohio	8.100	8.750	7.800	7.925	7.175	7.675	5.450	5.850	6.355	6.650	6.200	7.450	-	-	-	-
Dallas, Tex.	9.193	9.193	-	-	7.943	7.943	6.693	6.693	-	-	7.113	7.163	-	-	-	-
Denver, Colo.	8.290	8.290	8.040	8.040	7.915	7.915	6.055	6.055	-	-	7.310	7.310	-	-	-	-
Indianapolis, Ind.	5.960	8.775	-	-	5.940	7.925	4.695	6.100	6.270	6.360	4.590	6.820	-	-	-	-
Jacksonville, Fla.	6.927	6.930	6.678	6.678	6.543	6.555	4.530	4.534	-	-	5.200	5.200	-	-	3.380	3.380
Kansas City, Mo.	9.495	9.495	8.507	8.507	8.357	8.357	7.567	7.567	-	-	8.235	8.235	-	-	-	-
Memphis, Tenn.	8.010	8.960	-	-	7.810	7.910	5.490	6.010	7.400	7.400	5.160	7.690	5.050	6.140	4.430	6.140
Milwaukee, Wis.	8.580	8.580	-	-	8.220	8.220	6.650	6.650	7.150	7.150	8.220	8.220	-	-	-	-
New Orleans, La.	7.475	7.968	-	-	7.100	7.253	5.470	5.955	-	-	6.472	6.472	-	-	5.955	5.955
Phoenix, Ariz.	7.056	7.106	-	-	6.723	6.773	5.890	6.180	-	-	-	-	5.850	5.850	5.850	5.850
Pittsburgh, Pa.	5.000	8.580	6.830	7.760	6.170	7.440	4.150	6.490	5.610	6.130	5.400	7.330	-	-	-	-
St. Louis, Mo.	9.325	9.325	-	-	8.313	8.313	6.438	6.438	-	-	8.260	8.260	-	-	-	-
San Antonio, Tex.	8.890	8.890	-	-	7.640	7.640	6.390	6.390	-	-	-	-	-	-	-	-
San Diego, Calif.	7.800	7.800	-	-	7.350	7.350	6.195	6.195	-	-	-	-	-	-	-	-
San Francisco, Calif.	8.498	8.498	8.305	8.306	7.740	7.740	6.748	6.748	-	-	7.673	7.673	-	-	-	-
Seattle, Wash.	8.035	8.035	-	-	7.535	7.535	6.310	6.310	-	-	-	-	-	-	-	-
Washington, D.C.	8.526	8.526	7.826	7.826	7.593	7.593	6.380	6.380	-	-	7.252	7.252	6.693	6.693	6.693	6.693
Population group III (250,000 to 500,000):																
Akron, Ohio	8.300	8.300	7.870	7.870	7.645	7.645	6.160	6.160	6.675	6.675	7.985	7.985	-	-	-	-
Atlanta, Ga.	8.287	8.287	7.242	7.250	7.072	7.075	5.837	5.837	-	-	7.780	7.890	6.230	6.240	6.230	6.240
Buffalo, N.Y.	5.300	6.797	4.800	6.750	4.550	6.600	2.700	3.975	-	-	3.600	6.200	-	-	2.700	3.600
Cincinnati, Ohio	7.720	9.075	7.250	7.475	6.975	7.375	5.540	6.035	5.850	6.690	6.650	7.460	6.025	6.025	-	-
Fort Worth, Tex.	9.193	9.193	-	-	7.943	7.943	6.693	6.693	-	-	7.113	7.163	-	-	-	-
Honolulu, HI	8.105	8.105	7.810	7.810	7.590	7.590	6.290	6.290	-	-	6.830	6.830	6.180	6.180	-	-
Long Beach, Calif.	7.800	7.800	-	-	7.525	7.525	6.195	6.195	7.005	7.005	7.005	7.005	6.423	6.423	6.423	6.423
Louisville, Ky.	7.272	8.203	7.530	7.530	7.150	7.470	5.920	7.260	6.130	6.340	6.255	7.630	5.920	6.170	5.920	6.170
Miami, Fla.	6.589	7.030	6.740	6.740	6.540	6.557	4.440	4.592	-	-	5.490	5.490	4.348	4.348	-	-
Minneapolis-St. Paul, Minn.	8.340	8.400	-	-	7.950	8.100	6.805	7.100	7.600	7.700	7.700	7.830	-	-	7.100	7.500
Nashville-Davidson, Tenn.	7.693	8.546	7.147	7.450	6.947	7.300	5.658	6.049	6.035	6.460	7.068	7.610	5.915	6.140	5.270	5.270
Newark, N.J.	7.700	8.000	-	-	7.100	7.350	5.569	6.025	5.350	6.275	5.475	6.400	-	-	-	-
Norfolk, Va.	8.395	8.396	-	-	7.463	7.463	6.250	6.250	-	-	7.120	7.300	-	-	6.560	6.560
Omaha, Neb.	9.600	9.600	8.500	8.500	8.350	8.350	7.170	7.170	6.655	6.655	7.155	7.155	-	-	-	-
Portland, Oreg.	8.300	8.300	-	-	7.950	7.950	6.800	6.800	-	-	6.885	6.885	-	-	-	-
Rochester, N.Y.	6.125	7.603	5.750	6.915	5.625	6.703	3.400	5.853	5.913	5.913	4.650	6.425	-	-	5.853	5.853
Sacramento, Calif.	8.499	8.499	-	-	7.740	7.740	6.748	6.748	-	-	7.673	7.673	7.230	7.230	-	-
Toledo, Ohio	4.600	8.300	7.350	7.850	4.200	7.830	3.110	6.160	5.595	6.340	5.320	6.980	-	-	4.710	4.710
Wichita, Kans.	7.585	7.585	-	-	4.950	4.950	-	-	-	-	5.600	5.600	-	-	-	-
Population group IV (100,000 to 250,000):																
Albany, N.Y.	7.400	7.575	6.490	6.950	6.240	6.325	5.485	5.485	6.265	6.265	6.265	6.575	-	-	-	-
Chattanooga, Tenn.	7.880	7.880	7.243	7.243	7.068	7.068	5.830	5.830	-	-	-	-	-	-	-	-
Corpus Christi, Tex.	8.393	8.393	-	-	7.933	7.933	6.393	6.393	-	-	6.000	6.765	4.930	5.845	4.930	5.840
Flint, Mich.	8.950	8.950	-	-	8.200	8.560	6.460	6.460	6.640	6.990	7.460	7.460	6.100	6.100	-	-
Fresno, Calif.	8.498	8.498	8.305	8.305	7.740	7.740	6.747	6.747	-	-	7.673	7.673	7.230	7.230	-	-
Grand Rapids, Mich.	-	-	-	-	6.690	8.200	4.970	6.100	6.250	6.250	6.250	7.260	-	-	-	-
Hammond, Ind.	8.675	8.675	-	-	8.400	8.400	6.050	6.050	-	-	7.520	8.500	-	-	-	-
Huntsville, Ala.	8.540	8.640	7.445	7.820	7.295	7.620	6.044	6.210	6.260	6.260	7.610	7.750	6.110	6.210	5.270	6.110
New Bedford, Mass.	7.850	8.927	7.225	7.863	7.150	7.700	5.675	6.175	6.545	6.906	7.125	7.763	5.575	6.175	-	-
New Haven, Conn.	7.863	8.927	7.775	7.863	7.681	7.700	5.750	6.175	6.625	6.625	7.775	8.537	6.125	6.175	-	-
Providence, R.I.	7.775	8.975	7.300	7.688	7.200	7.525	5.675	5.950	7.100	7.100	7.550	8.537	5.675	6.175	-	-
Riverside, Calif.	7.800	7.800	-	-	7.350	7.350	6.195	6.195	-	-	-	-	-	-	-	-
Rockford, Ill.	6.050	8.613	-	-	5.700	8.350	5.538	5.538	-	-	7.570	8.210	-	-	-	-
St. Petersburg, Fla.	6.432	6.900	-	-	6.520	6.539	4.326	4.520	-	-	5.188	6.005	4.094	4.750	-	-
Salt Lake City, Utah	7.135	7.135	-	-	6.735	6.735	5.430	5.430	-	-	6.200	6.200	5.865	5.865	-	-
Santa Ana, Calif.	7.800	7.800	-	-	7.525	7.525	6.195	6.195	7.005	7.005	7.005	7.005	6.423	6.423	6.423	6.423
Scranton, Pa.	7.347	7.985	7.154	7.154	6.731	7.080	5.936	6.344	6.038	6.419	6.695	7.238	5.936	5.936	5.936	6.344
Spokane, Wash.	7.365	7.365	-	-	7.033	7.033	5.830	5.830	-	-	6.200	6.200	-	-	-	-
Stamford, Conn.	7.838	8.000	7.750	7.775	7.225	7.700	5.750	6.175	6.275	6.275	6.400	7.775	5.750	6.156	-	-

NOTE: Dashes indicate that no contract rate was reported for the classification.



**Table 2. Wage rates by length of service for full- and part-time grocery clerks, four cities, July 1, 1977**

City and progression	Full-time grocery clerks	City and progression	Part-time grocery clerks
<b>Philadelphia:</b>		<b>Philadelphia:</b>	
First 3 months .....	\$4.143	First 3 months .....	\$3.913
4 through 6 months .....	4.459	4 through 6 months .....	4.214
7-9 months .....	4.777	7-9 months .....	4.515
10-12 months .....	5.096	10-12 months .....	4.816
13-18 months .....	5.414	13-18 months .....	5.117
19-24 months .....	5.733	19-24 months .....	5.418
After 24 months .....	6.374	After 24 months .....	6.020
<b>Nashville:</b>		<b>Nashville:</b>	
First 6 months .....	4.260	First 6 months .....	3.860
7-12 months .....	4.510	7-12 months .....	3.960
13-18 months .....	4.810	13-21 months .....	4.260
19-24 months .....	5.160	22-30 months .....	4.510
25-30 months .....	5.460	31-39 months .....	4.810
After 30 months .....	6.140	40-48 months .....	5.160
		49-57 months .....	5.460
		58 months or more .....	6.140
<b>Indianapolis:</b>		<b>Indianapolis:</b>	
First 6 months .....	4.800	First 6 months .....	3.930
7-12 months .....	4.930	7-12 months .....	3.980
13-18 months .....	5.250	After 12 months .....	4.190
After 18 months .....	6.080		
<b>Long Beach:</b>		<b>Long Beach:</b>	
First 3 months .....	3.858	First 3 months .....	3.958
4-6 months .....	4.500	4-6 months .....	4.600
7-9 months .....	5.140	7-9 months .....	5.240
10-12 months .....	5.780	10-12 months .....	5.880
After 12 months .....	6.423	After 12 months .....	6.523

**Table 3. Top wage rates<sup>1</sup> for journeyman meatcutters and full-time grocery clerks, 10 highest and lowest paying cities, July 1, 1977**

City	Journeyman meatcutters	City	Grocery clerks (full-time)
10 highest paying cities:		10 highest paying cities:	
Detroit .....	\$8.560	San Francisco .....	\$7.733
Flint .....	8.560	Kansas City .....	7.460
Chicago .....	8.400	Chicago .....	7.300
Hammond .....	8.400	Hammond .....	7.300
Kansas City .....	8.357	Rockford .....	7.300
Omaha .....	8.350	Fresno .....	7.230
Rockford .....	8.350	Sacramento .....	7.230
St. Louis .....	8.313	New Bedford .....	7.100
Milwaukee .....	8.220	St. Louis .....	7.100
Grand Rapids .....	8.200	Denver .....	6.910
10 lowest paying cities:		10 lowest paying cities:	
Spokane .....	7.033	Salt Lake City .....	5.865
Phoenix .....	6.773	Rochester .....	5.853
Salt Lake City .....	6.735	Corpus Christi .....	5.845
Rochester .....	6.703	Albany .....	5.690
Buffalo .....	6.600	Houston .....	5.550
Jacksonville .....	6.555	Wichita .....	5.300
Miami .....	6.551	St. Petersburg .....	4.750
St. Petersburg .....	6.539	Miami .....	4.348
Albany .....	6.325	Jacksonville .....	4.150
Wichita .....	4.950	Buffalo .....	3.720

<sup>1</sup> Based on the highest top union rate among contracts reported in each city surveyed.

**Table 4. Median and range of top rates<sup>1</sup> for selected grocery store occupations, by size of city, July 1, 1977**

Occupation	Cities of 500,000 or more	Cities of 250,000 to 500,000	Cities of 100,000 to 250,000
<b>Baggers:</b>			
Median of top rates .....	\$3.025	\$3.154	\$3.025
Range of top rates .....	\$2.300 - \$5.290	\$2.450 - \$4.900	\$2.600 - \$4.150
<b>Cashiers (full-time):</b>			
Median of top rates .....	\$6.423	\$6.205	\$6.156
Range of top rates .....	\$4.730 - \$7.640	\$3.720 - \$7.500	\$4.750 - \$7.230
<b>Grocery clerks (full-time):</b>			
Median of top rates .....	\$6.416	\$6.097	\$6.192
Range of top rates .....	\$4.150 - \$7.733	\$3.720 - \$7.230	\$4.750 - \$7.300
<b>Journeyman meatcutters:</b>			
Median of top rates .....	\$7.687	\$7.470	\$7.620
Range of top rates .....	\$6.555 - \$8.560	\$4.950 - \$8.350	\$6.325 - \$8.560

<sup>1</sup> Based on the highest top union rate among contracts reported in each city surveyed.

Table 5. Occupational wage rate structure in grocery stores, major population centers, July 1, 1977

(Full-time grocery clerks)

Department and occupation	Northeast		South		North Central					West	
	New York	Philadelphia	Houston	Washington	Chicago	Cleveland	Detroit	Milwaukee	St. Louis	Los Angeles	San Francisco
Checkout:											
Head cashiers .....	104	105	104	108	106	108	110	107	104	109	99
Cashiers: .....											
Full time .....	100	100	100	100	-	-	100	-	100	100	94
Part time .....	76	96	99	96	-	-	100	-	-	102	-
Baggers .....	-	57	45	79	49	-	46	45	43	50	49
Grocery:											
Head grocery clerks ..	106	122	118	108	119	129	115	124	118	109	107
Clerks: .....											
Full time .....	100	100	100	100	100	100	100	100	100	100	100
Part time .....	76	96	99	96	100	100	100	100	65	102	-
Meat:											
Head meatcutters ...	133	141	151	127	119	134	139	129	131	121	110
First cutters .....	120	130	-	117	-	127	-	-	-	-	107
Journeyman cutters .....	116	128	143	113	115	123	133	124	117	114	100
Wrappers .....	97	100	115	95	83	99	100	100	91	96	87
Dairy:											
Head dairy clerks ...	104	115	-	-	-	108	108	108	-	-	-
Produce:											
Head produce clerks .....	109	122	117	108	116	129	115	124	116	109	99
Clerks .....	98	100	100	100	79	-	-	-	-	100	-
Miscellaneous:											
Stockers, day .....	98	96	100	100	-	-	-	-	-	-	-

NOTE: Dashes indicate that no contract rate was reported for the classification.

**Table 6. Distribution of cities by spread in top rates, five selected grocery store job classifications, July 1, 1977**

Item	Baggers	Cashiers (full-time)	Grocery clerks (full-time)	Head meatcutters	Journeyman meatcutters
Total number of cities <sup>1</sup> .....	65	65	65	65	65
No contract rate .....	18	15	7	1	-
Single contract applied .....	23	21	25	31	31
More than 1 contract applies .....	24	29	33	33	34
Contracts have same rates .....	3	3	3	5	6
Contracts have spread of—					
Under 2 percent .....	4	3	3	5	9
2 and under 4 percent .....	2	2	3	3	2
4 and under 6 percent .....	2	5	4	-	7
6 and under 8 percent .....	1	2	2	4	3
8 and under 10 percent .....	1	1	2	3	-
10 and under 15 percent .....	3	1	3	5	1
15 and under 20 percent .....	2	5	4	2	1
20 and under 30 percent .....	2	4	3	2	2
30 and under 40 percent .....	3	2	2	-	1
40 and under 50 percent .....	1	-	1	2	1
50 percent and over .....	-	1	3	2	1

<sup>1</sup> Minneapolis and St. Paul were considered separately.

**Table 7. Range of top rates<sup>1</sup> and number of agreements covering full-time cashiers, selected cities, July 1977**

City	Number of agreements reported	Top wage rates		
		Lowest	Highest	Percent difference
Boston .....	4	\$5.250	\$6.175	17.6
Buffalo .....	26	2.700	3.720	37.8
Houston .....	4	4.500	5.550	23.3
Memphis .....	5	4.750	6.140	24.0
New York .....	6	5.375	6.225	15.8
Newark .....	5	4.950	6.025	21.7
Pittsburgh .....	7	4.570	6.080	33.0
Rochester .....	5	3.400	5.853	72.1

<sup>1</sup> Based on the top union rate from each contract in a city.



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